

**PROCESS OF PERFORMANCE MANAGEMENT
THROUGH TECHNOLOGY APPLICATION
IN SABAH CREDIT CORPORATION**

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ABSTRACT

A research to explore the implementation of the process of performance management through technology application in Sabah Credit Corporation, a fully owned institution by the Sabah State Government in Malaysia. This study will identify the process of performance management as the system, and technology the application tool. If measures are not used or used wrongly, performance management fails to deliver any of the promised benefits. This research will also touch on the employees' level of adeptness towards technology and how corporate culture has an influence. It is hope that more organizations will acknowledge the importance and convenience of performance management process through technology and to implement them in their system. Processing performance management through technology can help organizations achieve greater success. Thus, Human Resource Managers must play an important role by being more committed and responsible in nurturing the culture to their employees to leap forward with the advancement of technology and addressing related globalization issue. Review on corporate culture will concentrate on the employees' behavior on how well they adapt on the usage of technology in their performance management.



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ABSTRAK

PROSES PENGURUSAN PRESTASI MELALUI APLIKASI TEKNOLOGI DI SABAH CREDIT CORPORATION

Satu kajian meninjau implimentasi proses pengurusan prestasi melalui kaedah teknologi di Sabah Credit Corporation, sebuah institusi milik penuh Kerajaan Negeri Sabah Malaysia. Kajian ini akan mengenalpasti proses pengurusan prestasi sebagai sebuah sistem dan teknologi sebagai alatan aplikasi. Pengurusan prestasi akan gagal memberikan sebarang kelebihan sekiranya langkah-langkah tidak digunapakai atau disalah gunakan. Kajian ini akan menyentuh tahap penerimaan pekerja terhadap teknologi maklumat dan bagaimana budaya korporat berpengaruh. Adalah diharapkan agar banyak organisasi akan menerima kepentingan dan keselesaan pengurusan prestasi melalui proses teknologi dan seterusnya melaksanakannya dalam sistem mereka. Maka, Pengurus Sumber Manusia hendaklah memainkan peranan penting dengan lebih memberikan komitmen dan tanggungjawab dalam membentuk budaya terhadap pekerja mereka untuk terus melangkah ke hadapan selari dengan perkembangan teknologi dan menyebarkan isu-isu globalisasi yang berkaitan. Kajian terhadap budaya korporat akan tertumpu kepada tingkahlaku pekerja dan bagaimana mereka dapat menyesuaikan diri dengan penggunaan teknologi dalam pengurusan prestasi.



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